

**EXHIBIT A - BACK PAY CALCULATIONS**

	2018	Actual	2019	2020	2021	Feb. 2022	Totals	HFHS 19-20 (Total Backpay) TOTAL	Difference
<b>Base</b>	402,676		430,863	461,024	493,295	89,730	527,826		
<b>AIP</b>	186,238		199,275	213,224	228,150	244,120			
<b>LTI</b>	64,694		71,102	106,248	89,092	95,328			
<b>DC SERP</b>	58,642		60,401	64,629	73,994	79,174			
<b>457(f)</b>	7,500		7,500	7,500	7,500	7,500	426,122		
<b>Health</b>	3,437		8,592	-	18,043	3,437			
<b>Exec Perk</b>	10,000		10,000	10,000	10,000	1,700			
<b>Vehicle</b>	12,000		12,000	12,000	12,000	2,040			
<b>401(a)</b>	17,315		18,527	19,824	21,212	3,858			
<b>Total</b>	762,502	617,207	818,261	894,449	953,286	526,888			
<b>457 forfeit</b>		210,445							
<b>Total 2018</b>	762,502	406,762							
					2018 comp owed	355,740	-	355,740	
					2019 comp	818,261	551,127	267,134	
					2020 comp	894,449	700,567	193,882	
					2021 comp	953,286	72,983	880,303	
					2022 comp	526,888	-	526,888	
						3,548,624	1,324,677		<b>2,223,947</b>

**Notes:**

Base increases by 7% per year

\$617,207 in C13 is taken from 2018 W2 from Defendant

AIP is based on a 7% annual increase from the actual amount paid in 2018

DC SERP is 15% of base salary

LTI formula is 30% x Y1 base salary x % goals achieved in 3Y cycle; 2021 and 2022 achievement score of 73.75% is average of scores from 2017-2019.

401(a) contribution rate of 4.3% based on contribution of \$15,900 in 2016 on \$358,667 in salary and \$16,200 in 2017 on \$390,947 in salary

G4 is prorated from January 1 to February 28, 2021: 2/12ths or .17 of full year; H4 is full year

H8 is the sum of the AIP, LTI, DC SERP and 457 payments, G5 - G8

**Backpay with 8% Interest**

	Backpay	Interest
<b>2018</b>	355,740	\$99,557.00
<b>2019</b>	267,134	64,112
<b>2020</b>	193,882	31,021
<b>2021</b>	880,303	61753
<b>2022 through 2/28/22</b>	526,888	672
<b>TOTAL BACKPAY WITH INTEREST</b>	<b>2,223,947</b>	<b>257,115</b>

**Notes:** See Memorandum for explanation of interest calculations